

[Translation: For reference purposes only]

May 15, 2024

Name of company: Nippon Light Metal Holdings Company, Ltd.

Name of representative: Ichiro OKAMOTO,

President & Chief Executive Officer

(Stock Code: 5703 Tokyo Stock Exchange, Prime Market)

Contact: Chizu ISHIKAWA,

Public Relations and IR Director, Planning & Supervision

Office

(TEL: +81-03-6810-7160)

### **Notice Concerning the Introduction of Performance-Based Stock Compensation Plan for Directors and Officers**

Nippon Light Metal Holdings Company, Ltd. (the "Company"), hereby announces that, at a meeting of its Board of Directors held on May 15, 2024, the Company has approved the introduction of a performance-based stock compensation plan for directors and officers (the "Plan").

#### 1. Introduction of the Plan

Previously, the compensation for directors of the Company ("Directors") consisted of "base compensation," "performance-based compensation" and "restricted stock-based compensation." However, the Company will not grant any new "restricted stock-based compensation" enhance

improving medium- to long-term corporate value by continuing to increase corporate performance (i.e. ceasing to be either a Director or an Officer).

## 2. Summary of the Plan

### (1) Structure of the Plan

The Plan is a share compensation plan, under which, a trust that the Company establishes by contributing money (the "Trust") will acquire the shares of common stock of the Company (the "Company Shares"), and the number of the Company Shares equivalent to the number of points granted to each Director (by the Company) is delivered to each Director.

(2) Establishment of the Trust

On the condition that the introduction of the Plan is approved at the Meeting, the Company will establish the Trust by contributing the funds necessary for the Trust to acquire in advance for a certain period of time, the number of the Company Shares that are reasonably expected to be required for the delivery of the



Purpose of the  
Trust

Delivery of Company Shares to beneficiaries in accordance with the share delivery  
rules.